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THE TRAIN DISPATCHER

STORM WARNING



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Railway Labor Editors

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THE PRESIDENT'S PAGE

By B. C. Hilbert, President



In March, 1975 a new Federal Regulation was issued requiring each rail carrier to submit a plan to the Federal Railroad Administration providing for testing and periodic examination of employees engaged in train operations so as to insure that such employees are qualified as to the interpretation and application of carrier's operating rules.

Almost immediately problems arose due to the scheduling of rules classes without regard to the limitations of the Hours and Service Act. Despite the fact that the issue should be accepted as well settled, problems persist.

The Hours of Service Act provides that station employees and train dispatchers whose duties are concerned with the movement of trains may not remain on duty in excess of nine hours in any twenty-four hour period. If any such employee performs more than one class of service and any part of such service is subject to Hours of Service, the nine hour limit applies under the "comingled service" provisions of the Act. Additional service considered by the FRA to be within the scope of comingled service includes mandatory attendance at rules classes and at formal investigations.

At first most carriers attempted to characterize attendance at rules classes as voluntary and being of "mutual interest." One large carrier went so far as to issue a bulletin on rules classes stating that attendance was "urged and encouraged," while plainly stating in the same bulletin that failure to satisfactorily pass the examination would be cause for removal from service!

The general end result of all of this

has been that for the most part classes for those subject to Hours of Service are being held on rest days, although recently a report reached me that one major carrier appeared to be headed toward a court challenge of the Hours of Service issue.

Train dispatchers clearly have a vital interest and concern in the matter of being qualified as to interpretation and application of the operating rules. However, it is understandable that resentment should come when one's free time is appropriated for what amounts to a meaningless exercise.

It is unfortunate that all too many of the railroads' rules programs seemed to be designed to justify the hierarchy of the rules department and to present compliance to the Regulation in a pleasing light, with little or no thought given to employee instruction. Imagine a written examination requiring six or eight hours to complete, "closed book," and no provisions for a question and answer period!

We learned the hard way in the last National Movement that we could not obtain a national rule for compensation for attendance at rules classes, and it is correct that no other organization has such a rule on a national basis. We do have some local rules, however, and some carriers where payment for attending classes is allowed "outside the rules," such carriers having recognized that it is an advantage to have the train dispatchers as willing participants in a meaningful rules program.

Preliminary discussion of what is to be proposed in our next National Movement will be held at the time the A.T.D.A.

Joint Board meets in October, with the intent of having a proposal ready to serve on the carriers some time after January 1, 1981. In the near future we will be specifically inviting suggestions and comments from our local representatives. Individual members who wish to offer suggestions or comments are urged to do so, either through your chairman or in letters direct to headquarters. This is very important, we must know the feelings of our members in order to know how to formulate our program, we won't know if you don't tell us!

notable quotes

Covetous men live drudges to die wretches.

Thomas Fuller

•

No man is demolished but by himself.

Thomas Bently

•

No man is the absolute lord of his life.

Owen Meredith

•

You become well-to-do from doing what you do well.

Frank Tyger

•

The thing generally raised on city land is taxes.

Charles Dudley Warner

•

The measure of choosing well is whether a man likes what he has chosen.

Charles Lamb

•

As fast as we cut our expenses, the government raises our taxes.

William Feather

•

Viewing the matter in retrospect, I can testify that it is nearly always easier to make one million dollars honestly than to dispose of it wisely.

Julius Rosenwald

legal notices

None

Boycott List — Important

The executive council of the AFL-CIO has officially sanctioned the following boycotts:

BEER

Coors Beer, Golden, Colo. (Brewery Workers Local 366)

HOME BUILDING PRODUCTS

Croft Metals, Inc. makers of aluminum and vinyl doors, windows, bathtub enclosures, patio doors, ladders, camper products and building specialty products. (United Brotherhood of Carpenters and Joiners of America)

TEXTILE PRODUCTS

J. P. Stevens & Co. — Sheets and pillowcases, carpets, table linen, hosiery, towels, blankets, fabrics. (Amalgamated Clothing & Textile Workers Union)

CIGARETTES & TOBACCO

R. J. Reynolds Tobacco Co. — producers of Winston, Salem, Camels, Doral, Vantage, More and Now cigarettes and Winchester Little Cigars; Prince Albert Smoking Tobacco. (Tobacco Workers International Union)

POULTRY

Miss Goldy's Chickens — Brand name chickens. (International Chemical Workers Union)

PRINTING

Kingsport Press, producers of the World Book, Childcraft, Encyclopedia Britannica, Inc., publisher of Britannica Jr., and Great Books of the Western World. (Graphic Arts International Union; International Typographical

Union; International Printing and Graphic Communications Union; International Association of Machinists)

PRESCRIPTION EYEGLASSES, CONTACT LENSES AND OPTICAL FRAMES

Dal-Tex Optical Co.—Eyeglass frames, lenses, contact lenses, sunglasses, safety glasses. (International Union of Electrical Radio and Machine Workers)

PRODUCE

Non-union iceberg lettuce — (United Farm Workers of America)

FURNITURE

Charles Manufacturing Company, Dothan, Ala., (United Furniture Workers of America)

Mason-Tyler Manufacturing Co. (United Furniture Workers of America)

RIVETING MACHINERY

Rylock Co. Ltd. (International Association of Machinists and Aerospace Workers)

GLASSWARE

Bartlett-Collins Co., Sapulpa, Okla. (American Flint Glass Workers Union)

METAL BUILDINGS

American Buildings, Inc., Eufala, Ala. (United Steelworkers of America)

RETAIL FOOD STORES

Winn-Dixie Stores — Food and grocery stores, including Foodway, Inc. and Bud-die stores. (Bakery & Confectionery Workers International; Retail Clerks International; Amalgamated Meat Cutters and Butcher Workmen; Food and Beverage Dept., AFL-CIO)

REFRIGERATION

Pet, Inc. — Retail stores and products of Pet, Inc. and its subsidiaries — Hussman Refrigerator Co. of St. Louis, Mo. (United Steelworkers of America)

THE ABC'S OF FUEL ECONOMY

Here are some easy tips to help you get more miles for your gasoline dollar. Use them all and you can save as much as 10¢ on every gallon!

ANTICIPATE . . . stops, turns, lights, traffic, hills.

BUFFER . . . yourself from other traffic; leave room to react.

CONSERVE . . . momentum by avoiding unnecessary braking, turning, accelerating.

DECELERATE . . . using the natural resistance of the engine, road, tires.

ECONOMIZE . . . in motion; start smoothly and quickly; keep a steady pressure on the gas pedal.

FIX UP . . . your car; maintain correct tire pressure; keep your engine in tune.

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rrb notes

The Importance Of A Current Connection For Railroad Retirement Benefits

By D. E. Collins, Secretary-Treasurer



Under the Railroad Retirement Act, a "current connection with the railroad industry" is one of the requirements for supplemental annuities and occupational disability annuities. It could also enable an employee

to meet certain dual benefit vesting requirements. In addition, a current connection is one of the criteria for determining whether the U.S. Railroad Retirement Board or the Social Security Administration has jurisdiction over the payment of benefits to the survivors of a railroad employee. The general purpose of the current connection requirement is to reserve these particular benefits for employees whose last regular employment before retirement or death was in the railroad industry.

The following questions and answers describe how a current connection is determined.

1. How is a current connection determined?

An employee has a current connection if he worked for a railroad in at least 12 of the last 30 consecutive months before his regular railroad retirement annuity begins or before his death.

An employee may establish a current connection on the basis of an earlier 30-consecutive-month period which includes 12 months of railroad service, but only if he had no regular non-railroad employment following that 30-month period.

Work outside the railroad industry following the 30-month period may break an employee's current connection.

2. What types of work could break an employee's current connection?

Full or part-time work for a non-railroad employer, following the 30-month period but before the employee's annuity begins, could break an employee's current connection. Work in at least two consecutive years and earnings of at least \$1,000 in a year could break a current connection. However, if the time after the 30-month period is shorter, work in every month or earnings of at least \$200 in any three months could break the current connection. In an extreme case, work in only one month following the 30-month period could break an employee's current connection.

Federal employment with the Department of Transportation, the National Mediation Board, the Interstate Commerce Commission or the Railroad Retirement Board will not break a current connection.

Self-employment in an unincorporated business generally does not break an employee's current connection. However, the Board considers other factors in addition to incorporation so any current connection determination involving self-employment is made on an individual basis.

3. I worked for a railroad in each month of 1978 until the end of December 1978 when I was laid off. Since that time I've worked for a non-railroad employer. If I do not return to railroad work, how long will I retain my current connection?

Your most recent 30-month period including 12 months of railroad service begins with January 1978. Therefore, you will retain your current connection through June 1980, when the 30-month period ends. Non-railroad employment after June 1980 could break your current connection.

4. I left my railroad job 5 years ago after 15 years of railroad work. Since that time I have worked in a non-railroad job. Do I still have a current connection?

No. The most recent 30-month period

which includes 12 months of railroad service ended over 3 years ago. Because you have worked regularly outside the railroad industry since that time, you no longer have a current connection. HOWEVER, SINCE THE BASIC SERVICE REQUIREMENT FOR A REGULAR RAILROAD RETIREMENT ANNUITY IS 120 MONTHS (10 YEARS) OF RAILROAD SERVICE, YOU WILL STILL QUALIFY FOR A REGULAR RAILROAD RETIREMENT ANNUITY AT AGE 62 OR EARLIER IF YOU BECOME TOTALLY AND PERMANENTLY DISABLED.

5. *I recently retired directly from my railroad job and was awarded regular and supplemental railroad retirement annuities. I am considering taking a part-time non-railroad job to supplement my retirement income. Could I break my current connection if I did that?*

No. An employee who has a current connection when his regular railroad retirement annuity begins retains it permanently.

6. *I have been receiving railroad unemployment benefits since I was laid off almost two years ago after many years of continuous railroad service. Would I have a current connection if I retired now?*

Yes, if you have not worked outside the railroad industry since you were laid off, you would still have a current connection.

7. *Why is it advantageous to an employee's family for survivor benefits to be payable by the Railroad Retirement Board rather than the Social Security Administration?*

Monthly survivor benefits are 30 per cent greater if payable by the Board rather than the Social Security Administration.

Survivor benefits for the families of railroad employees are based on combined railroad retirement and social security credits and paid by either the Board or the Social Security Administration, but not by both. This is true even if the deceased employee had received both rail-

road retirement and social security benefits during his lifetime. The Board has jurisdiction over the family's survivor benefits if the employee had at least 10 years of railroad service and a current connection at the time of retirement or death. Otherwise, the Social Security Administration has jurisdiction over the survivor benefits.

8. *How could a current connection affect dual benefit payments?*

Under the Railroad Retirement Act of 1974, the amount of any social security benefits awarded a railroad retirement annuitant is subtracted from the part of his annuity which is based on combined railroad retirement and social security credits. However, this reduction may be partially restored if the employee was insured for both railroad retirement and social security benefits before 1975 and meets certain other requirements. A current connection is one means of satisfying these other requirements.

In Washington, more unions and more employers are running campaigns to discourage smoking and if you're the one in five who succeed in stopping last year, you can be proud. The National Center for Health Statistics found that 17,000,000 Americans tried to quit last year and 3,400,000 are breathing easier today.

Make money your god, it will plague you like the devil.

Henry Fielding

The feeling of satiety, almost inseparable from large possessions, is a surer cause of misery than ungratified desires.

Benjamin Disraeli

There is something wrong with any law that causes that many people to have to take a whole day off from their jobs to find out how to comply [with the tax law].

T. Coleman Andrews

the doctors say

High Eye Pressure

By L. Lamb, M.D.

Dear Dr. Lamb — Recently I had an over-60 physical examination offered by our city. I was told that the glaucoma test showed one eye 21 and the other 22 which was borderline. Please explain what these figures mean. Is the cause of this disease known and is there any medication that might halt the progress? I'm 75 years old.

Dear Reader — Your eyeball is really a rounded flexible globe filled with fluid and jelly-like material. It has an internal pressure. Otherwise it would collapse like a flat tire. There is a normal range of pressure inside the eye. It's usually stated to be between 10 and 20. Thus the reading you quote of 21 and 22 is just above the upper limits of normal. There are some variations in the test and technique so that's nothing to get excited about.

It is an indication that you should be carefully checked by your ophthalmologist at frequent intervals.

There are a number of causes for glaucoma but all of them result in an increased amount of pressure inside the eye. That increased pressure can lead to damage and destruction of the delicate structures inside the eye that enable you to see.

Yes, there are treatments for the control of glaucoma. They're most effective if the cause is found early and treatment is begun early. That is why I am recommending that you have frequent evaluations by your eye doctor. Glaucoma can lead to irreversible blindness if it is not detected and treated early.

Considering the serious nature of blindness that everyone would like to avoid, it's important for all people past 50 years of age to have their eyes examined regularly, probably once a year or more often if their eye doctor recommends it.

One of the many causes of glaucoma

is a neglected cataract. The hardened lens can put pressure on the normal fluid drainage mechanism inside the eye. That is one reason why an advanced cataract should usually be removed — to prevent glaucoma.

You apparently have no significant problems from cataracts now, yet as you get older the chances will increase as they do for everyone.

Dear Dr. Lamb — If a husband has had a bad case of gout, can a woman catch the gout by having sex? Gout is in the uric acid tract so why can't a woman get the infection too?

Dear Reader — Gout is not an infectious disease. It is caused by overproduction of uric acid and has nothing to do with the urinary tract. Some uric acid salts along with urea and other substances are eliminated through the urine. And people with gout have an increased tendency to have kidney stones and kidney problems. But gout is a metabolic disease and a person cannot catch it through sex.

Life expectancy for the general population is up to 73.2 years, according to the Surgeon General. Death rates for heart disease declined 17 per cent and infant mortality has consistently dropped 5 per cent per year. Life expectancy was 70.9 years in 1970.

* * *

The most important crop imported into the United States? It's coffee. In 1978 alone, the value of coffee imports was more than \$4 billion.

* * *

Salt II? Most Americans don't even know what it is (or, at this date, possibly, what it was.) A CBS-*New York Times* poll in November 1979, found that 4 per cent of those queried gave incorrect answers, 14 per cent could name only the country that had signed the pact and 44 per cent said they did not know either signature.

outdoor sportsman

Make Do Repairs Can Pull You Through

By H. Williams

Sometimes the ability to improvise on a boating trip can be a real time saver or even a life saver in this modern day of ours when equipment tends to get so complicated we no longer understand how some of it works.

A broken fuel or oil line can spell real trouble if you're far from shore or even close to shore if the weather is rough. A friend nearly ran on some rocks with his cruiser one day in an area that was less than a mile across, when a line broke, robbing him of power.

It may not be possible to replace or repair such a line so it won't leak, but if you can bind it up tightly with rags or black tape, you may be able to get your motor running again and limp into port for permanent repairs.

If an oil leak develops, you can make these stop-gap repairs, then place a pan or bucket under the leak and as it fills up, pour it back into the engine so you won't run out of oil.

A lost rudder in larger craft which depend on a rudder for steerage and not on the direction the engine is pointed, needn't make a tow to port essential. If you don't have a sea anchor, tie a line to a bucket, deck cover or almost anything and trail it out behind.

To turn, shift the line to one side or the other of the boat. Such steerage isn't precise, but it will let you make headway instead of running in circles.

Our ancestors often lived by improvisation. Dispite our pushbutton technology, we shouldn't lose the knack.

* * *

A great comfort when fishing our rivers in this part of the country which often are deep and heavy is a wading staff.

A number are on the market, but you can make a very good one in about five minutes from an old broom handle. A broom handle is stiff and rugged, which is what you need in a staff when wading a stream with large rocks or boulders underfoot and fast water swirling around your thighs.

On some occasions I've picked up a piece of driftwood, but often those break easily or are so limber the water sets up a vibration. That vibration takes away from their stabilizing ability and also is extremely tiring to your hand.

Simply drill a hole near the top of the broomstick and run a heavy cord through it to make it easier to carry.

A wading staff is good in rattlesnake country as a probe ahead of you in tall grass. It's also a help in climbing steep streamside cliffs.

A refrigerator has been developed especially for fat people. When the door is opened the little light goes out.

•

A possible new record for homegrown rattlesnakes was set by "Oscar," a four-foot, recently demised rattler which had been a living display in the Museum of St. Vincent College, Latrobe, Pa., for more than 30 years. The timber rattler was originally caught in Aug. 1945, by the Rev. Jerome Rupprecht. Oscar is being preserved for continued display.

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hobbies

Bridge Anyone ?



The Jacoby Transfer

By J. F. Frana

This bid is used by responder after his partner has made an opening bid in no-trump, and shows a long suit. Five cards or more, and a hand that may play better in a suit than at no-trump. A bid of 2 diamonds by responder over one no-trump demands that the no-trump bidder responds hearts, a bid of 2 hearts demands that the no-trump bidder bids spades, and a bid of 2 spades demands that the no-trump bidder bids 3 clubs. The bid of 2 clubs over the 1 no-trump opening is still Stayman, as giving up the Stayman convention for the privilege of using 2 clubs as a transfer bid would be too high a price to pay.

In other words, a bid of any suit except clubs by responder over a no-trump bid demands that the no-trump bidder is to bid the next higher ranking suit. This is another reason that no hand should be open at no-trump unless it has the proper shape as well as the proper point count. Anyone using this convention can only feel free to do so if he knows that his partner does not misuse the no-trump bid. Opening a hand at no-trump was the subject of a previous article.

There are two reasons that I think make the use of the transfer bid most attractive. First, it does not expose the strong hand by making it the dummy. Second, the opening lead will come up to the strong hand instead of through it. Use of the transfer bid should produce an extra trick a little over half of the time. It is well worth learning for any but the very casual player.

The bid can be used with any hand

that contains a long suit. Say partner opens the bidding 1 no-trump and you hold... Spades 10 x x x x x, Hearts void, Diamonds x x x x x, Clubs x. You have no high-card points and your hand is worthless at no-trump. You bid 2 hearts, which forces your partner to bid 2 spades. Your opponents have over half the high-card points in the deck, but your partner should be a shoo-in to make 2 or more spades, and may even make four if everything lays just right. On hands where you hold your share, or more, of high cards and a long suit, you can still use this bid to find your best contract, be it in your long suit or no-trump, as the case may be. Will devote the next article to transfer bids, touching on the Texas transfer also.

Answer to Question in last Issue:

No, it is not gerber. No suit has been agreed to, and no jump was made.

Question for this Issue:

You hold Spades x, Hearts K Q J 10 x x x, Diamonds Q x x, Clubs x x. You hear partner open 1 no-trump. You bid 2 Diamonds, forcing partner to bid Hearts. Partner bids 2 Hearts. What is your next call, both opponents having passed at each turn?

Tip

Hands with 2 long suits tend to produce more tricks than hands containing the same number of points without this feature. Bid these hands a little more enthusiastically if a fit with partner can be found.

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afford to
waste it.**

Handling A Divorce

That's Not Yours

A good friend is going through a divorce. That person is sometimes depressed, sometimes hysterical, sometimes quiet, sometimes bitter. How should you react?

"Just listen. Don't say anything," advises one woman who was divorced several years ago. "The best help friends can give is to let you vent your feelings without saying a thing."

Just listen is probably good advice. For most people, it's hard to do that without agreeing or criticizing. But what you do and don't say can make a big difference in how well and how much you can help your friend.

Saying "I know how you feel" can easily anger a person. "No one knew how I felt and it made me angry when people said they did," says one divorced woman. "I would have felt much better if someone had said 'I just don't understand.' In fact, not saying anything probably would have been the best."

Other pat phrases that lead to frustration are: "You're better off now anyway." "I saw it coming." "I'm sorry for you."

The specialist warns against playing "ain't it awful." That's when you agree with each complaint about a former spouse. Saying "I never understood how you could put up with all those years," is only going to strengthen the bitterness and anger of your friend; it feeds the fires of hostility.

When your friend is complaining, listen quietly. For some people, "talking it out" is probably the best therapy. If uncomfortable in hearing all the feelings, change the subject or, to be more honest, tell the person you are not a good listener right then. If you feel your friend needs more than a listener, you might suggest that he or she see a professional counselor.

It's important to include your divorced friend in activities. "I appreciated calls and invitations even though I hesitated to join in family or couples' functions," said one divorced man. "It helped me feel

like someone still liked me."

Weekends and holidays are especially lonesome times. Companionship, even quiet company, may be the best thing you can offer.

To maintain a friendship with both the divorced husband and wife takes a tremendous amount of tact and diplomacy. It may mean keeping conversations on neutral grounds.

You may find it uncomfortable to be friends with both divorced persons. If your sympathies lie with one partner, then it's not fair to either person to try to be friends with both. And, unless you're a marriage counselor, don't try to stage a reconciliation.

THE TAX CHEATERS

Washington — Withholding is the cornerstone of the American tax system, a Treasury Department official told Congress.

He noted that wage and salaried workers report about 97 to 98 per cent of their earnings. By contrast, only 84 to 92 per cent of dividend income was reported.

The worst area of non-compliance was among the self-employed. The non-compliance rate for the self-employed ran to 40 to 46 per cent, with an estimated \$33 billion to \$39.5 billion of self-employment income going unreported.

Recession or no, the 1980 census is not expected to show that many people are leaving the country.

Some people have two ideas about a secret. Either it's not worth keeping, or it's too good to keep.

You never get a second chance to make a good first impression.

You can tell Americans trust in God by the way they drive.

Status of Disputes Submitted by A.T.D.A. to Third Division National Railroad Adjustment Board

Docket No.	Railroad	Subject of Dispute	Submitted	Status as of 6-18-80
TD-22735	N&W (NYC&StL)	Discipline (Hardin).	10-3-78	Sustained 6-18-80 Award No. 22889.
TD-22774	C&NWT	Discipline (Burgess).	10-3-78	Sustained 6-18-80 Award No. 22898.
TD-22474	CMStP&P	Compensation-Rest Day Relief of C.T.D. (Bigley).	2-10-78	Assigned to Referee McMurray.
TD-22480	AT&SF	Discipline (Gauer).	2-15-78	Assigned to Referee Edgett.
TD-22621	ConRail (PRR)	Compensation-Off Assignment (Summerson).	5-26-78	Assigned to Referee Mangan
TD-22622	ConRail (PRR)	Compensation-Off Assignment (Harpster 3-1-77/3-31-77).	5-26-78	Assigned to Referee Mangan
TD-22775	SLSF	Transfer of Work (Official Performing).	10-4-78	Assigned to Referee Franden.
TD-22848	SCL	Compensation-Rest Day Service (Mullinax).	12-13-78	Assigned to Referee Kasher.
TD-22855	AT&SF	Discipline (Adams).	12-29-78	Assigned to Referee Kasher.
TD-22864	FW&D	Compensation-Loss of Time (Preston).	1-2-79	Assigned to Referee Franden.
TD-22874	AT&SF	Blanking Positions (Young-Williams).	1-5-79	Assigned to Referee Sickles.
TD-22881	BN	Discipline (Martin).	1-8-79	Assigned to Referee Franden.
TD-22893	AT&SF	Extra Work (Young 3-19-78).	1-12-79	Assigned to Referee Sickles.
TD-22930	ConRail (PRR)	Compensation-Off Assignment (Myers).	2-9-79	Assigned to Referee Sickles.
TD-22936	ConRail (PRR)	Compensation-Off Assignment (Harpster 1-21-75 et al).	2-13-79	Assigned to Referee Dennis.
TD-22944	AT&SF	Transfer of Work (Glendale-Mobest).	2-14-79	Assigned to Referee Dennis.
TD-22926	SCL	Compensation-Extra Work (Smallwood).	4-6-79	Assigned to Referee Scheinman.
TD-23028	ConRail (PRR)	Discipline (Gilmore).	4-18-79	Assigned to Referee Scheinman.
TD-23030	C&NWT	Discipline (Shreffler).	4-19-79	Assigned to Referee Scheinman.
TD-23032	C&NWT	Discipline (Colby).	4-23-79	Assigned to Referee Scheinman.
TD-23059	N&W(VGN)	Relief of Chief (Bluefield, VA).	5-15-79	(a)
TD-23060	N&W(VGN)	Bulletining Positions (Bluefield, VA).	5-16-79	(a)
TD-23209	C&NWT	Officials Performing Duties St. Paul Office 9-5-78 (Peterson, Schendel & Sutherland).	9-10-79	(b)
TD-23224	IHB	Discipline (Hartley).	9-21-79	(b)
TD-23223	IHB	Seniority (Douglas).	9-21-79	(b)
TD-23314	SCL	Extra Work (Sammons 3-12-75).	12-10-79	(b)
TD-. . . .	SCL	Extra Work (Sammons 7-28/8-9-75).	12-31-79	(c)
TD-23274	C&NWT	Discipline (Essert).	1-9-80	(b)
TD-. . . .	C&NWT	Compensation-Compassionate Leave (Munyon 12-14, 15, 18-78).	1-14-80	(c)
TD-. . . .	MKT	Compensation-Rest Day Service.	3-28-80	(c)
TD-. . . .	SIRTOA	Discipline-Wage Deductions.	4-2-80	(c)
TD-. . . .	AMTRAK (NEC)	Discipline (Frank).	4-9-80	(c)

TD- . . . ConRail (PRR)	Discipline (Cupp).	4-11-80 (c)
TD- . . . Southern	Discipline (Glissen).	5-30-80 (c)

Explanation of Reference marks in "Status" Column:

- (a) Awaiting referee assignment.
 (b) Awaiting rebuttals.
 (c) Awaiting Ex Parte.

P.L.B.-2463 Dkt. 1 B&O	Discipline (Keene).	4-17-79	Assigned to Referee Edgett.
P.L.B.-2463 Dkt. 2 B&O	Discipline (Bickel).	4-17-79	Same
P.L.B.-2463 Dkt. 3 B&O	Discipline (Hines).	4-17-79	Same
P.L.B.-2463 Dkt. 4 B&O	Discipline (Wilkinson).	4-17-79	Same
P.L.B.-2616 Dkt. 1 SCL	Discipline (Brockman)	1-20-80	(b)
P.L.B.-2616 Dkt. 2 SCL	Discipline (James)	1-20-80	(b)
P.L.B.-2616 Dkt. 3 SCL	Disqualification (Herrington).	1-20-80	(b)
P.L.B.-2616 Dkt. 4 SCL	Discipline (Bowers)	1-20-80	(b)
S.B.A. (N&W)	W&LE Employment Security (Brewster).	2-7-80	(c)
Arh. Bd.-389	L&N Employment Security (Treadway)	3-7-80	(b)
S.B.A.-880 Dkt. CR	Computation Test Period Avgs.	4-1-80	(b)

STATUS OF DISPUTES FILED UNDER THE 1937 NATIONAL AGREEMENT OR THE 1937 NATIONAL AGREEMENT AS AMENDED BY THE MAY 30, 1979 NATIONAL AGREEMENT:

Dockets filed originally under the 1937 National Agreement and transferred to 1937 Agreement as revised by the 1979 National Agreement, as of 3/27/80:

Dkt. 86 Amtrak (NEC)	New York, NY — Inadequate Force — Being held in abeyance by both parties (ATDA and Amtrak)
Dkt. 87 N&W (NYC&StL)	Muncie, IN — Inad. Force and Working Conditions — Sub-committee report adopted by full committee. Work called for nearing completion by Carrier. Inadequate force dispute — Committee retaining jurisdiction.
Dkt. 88 AT&SF	Winslow, AZ — Inadequate Force — Sub-Committee investigated. Train Dispatcher member has submitted his ex-parte report. Unable to get Carrier member to do same. Working through offices of National Railway Labor Conference attempting to get report from Carrier member.

Following Dockets filed under the 1937 National Agreement as amended by the 1979 National Agreement, as of 6-16-80:

Dkt. 1 — Mo. Pac.	Houston, TX — Inadequate Force — Awaiting further word on present status of the dispute.
Dkt. 2 — Mo. Pac.	Little Rock, AR — Inadequate Force — Awaiting further word on present status of the dispute.
Dkt. 3 — Mo. Pac.	Palestine, TX — Inadequate Force — Additional forces added. Complaint withdrawn by A.T.D.A. 5-12-80.
Dkt. 4 — StLSW	Pine Bluff, AR — Inadequate Force and Proper Classification. Awaiting further word on present status of dispute.
Dkt. 5 — S.P. (Pacific Lines)	Los Angeles, CA and Roseville, CA — Communication Circuits (Train Radio) Sub-Committee met with both parties 5-21-80. Remanded back to parties for resolution. Committee retaining jurisdiction in the dispute.
Dkt. 6 — AT&SF	LaJunta, CO — Inadequate Force and Safety — Sub-Committee made on-the-job investigation June 2 through 6, 1980. Sub-Committee report being drafted for submission to full Committee.
Dkt. 7 — L&N	Louisville, KY — Proper Classification — Dispute submitted by A.T.D.A. 5-14-80. Submissions received from both parties. Awaiting Sub-Committee appointment.

washington report

By Richard J. Calistri

The planned merger of two rail giants — the Santa Fe and the Southern Pacific — is taken as new proof that the railroad industry is caught up in a new "merger mania." The big question is: Where will it all end?

The proposed merger of the Santa Fe and the Southern Pacific is one of the biggest and most complicated in the nation's history. It involves not only more than 25,000 miles of track but the non-rail operations of the conglomerate parent companies. Those operations include holdings in trucking, pipelines, petroleum, minerals, real estate and construction.

It's expected that there will be some government objections to the \$1.2 billion deal, as well as other opposition. Those objections may be voiced by the Justice Department on anti-trust grounds in hearings before the Interstate Commerce Commission on the merger application.

Representatives of rail unions also expect to participate in those hearings, as they have so often in the past. In particular, they will be fighting for adequate protective conditions for rail workers adversely affected by the merger.

Chiefs of the two carriers said that a merger is necessary to "maintain our competitive position in an environment wherein major rail combinations are in various states of formation."

They probably referred to the consolidation of the Burlington Northern and the Frisco, approved by the ICC but challenged in the courts, and the planned take over by the Union Pacific of the Missouri Pacific and Western Pacific, as well as other mergers in the works.

These latest mergers are part of a movement that's hardly new. Rail consolidations started back in 1838 and the merger wave seemed to intensify in 15-20 year cycles, according to a roundup prepared by the Association of American Railroads. Here are some of the high-

lights of the AAR review:

- 1838 The Wilmington & Susquehanna and Baltimore & Fort Deposit railroads merged to become the Philadelphia, Wilmington & Baltimore.

- 1853. Ten short local railroads in New York State merged to become, eventually, the New York Central. Later, the Central joined with the Pennsylvania into the Penn Central, now part of Conrail — Consolidated Rail Corp., a semi-public system that took over the Penn Central and six other bankrupt Northeast railroads.

- 1884-1888. Some 425 consolidations took place and, shortly thereafter, one-sixth of the nation's total rail mileage was absorbed in various kinds of merger actions.

- 1887. The ICC came into being to regulate the railroads and the merger fever cooled down a bit. For a number of years the "no merger is a good merger" aura prevailed and the consolidations which did take place were relatively small and difficult to effect.

- 1955-1960. The merger fever heats up. Some 20 mergers were proposed involving 38 major railroads and about 90 per cent of the 218,000-miles rail network. This round of mergers was kicked off by the wedding of the Nashville, Chattanooga & St. Louis into the Louisville & Nashville.

- The 1970s. Merger of four Northwest railroads into the Burlington Northern, which became the longest rail carrier in the U.S. — 27,000 miles.

- 1980. The ICC approved the merger of the Burlington Northern and the St. Louis-San Francisco. It now takes up the proposed marriage of the Union Pacific with the Missouri Pacific and Western Pacific and the latest proposal, the Santa Fe and the SP.

Once there were 6,000 large and small line-haul railroads in the United States, the AAR reported. Now there are 333 and the number is dwindling. The fever has taken its toll.

Where will it all end? The AAR gave this answer: "It seems certain that the

trend toward railroad mergers is not only here to stay, but that it is beginning an acceleration that may well lead to the type of nationwide system (or systems) that Congress and the ICC envisioned 50 years ago."

But there are those who feel that the merger trend can only lead to monopolistic control of a major transportation industry with a consequent killing of competition. That, they say, should never be allowed to happen.

* * *

Conrail is giving itself a big pat on the back. In a full-page ad carried in various daily papers, the corporation says that it took over a system "crumbling into decay" and put it "back on the tracks."

In the ad, Conrail says that it spent \$2.4 billion to correct the "shambles of the Northeast railroads." This money represents nearly 90 per cent of the \$2.7 billion the federal government has invested in Conrail. Much of the money was spent for new or improved yards, track, locomotives and freight cars.

Conrail says that it hasn't the "slightest intention" of returning to those days of "shambles," then goes on to tell shippers:

"Along with improved service, we have developed creative service packages that offer substantial savings to present and potential customers."

This year, according to Conrail, there will be emphasis on preserving gains, on surfacing roadbed, and on improved service to shippers.

* * *

Railroad hauling capabilities in two areas of great concern to the nation's economy—grain and coal—continue to show remarkable improvement, according to recent figures published by the AAR.

Railroads moved an average of 92.1 million bushels of grain per week between April 1, 1979 and March 31, 1980—the biggest year yet.

Based on these figures, AAR predicts that the nation's railroads are well prepared to handle a record flow of grain traffic in the 1980 harvest season. The

railroads have 32,000 more jumbo covered hoppers and 800 more diesel electric locomotives in the power fleet than a year ago to help make that prediction possible.

More and more experts are looking to coal to help solve energy problems—and the railroads are ready for that, too. Coal traffic in the first quarter of 1980 was 20 per cent above the same 1979 period and 31 per cent above the average for the previous nine years in terms of tonnage.

A total of 117.9 million tons of coal moved over the rails during the first three months of the year, compared with 98.6 million a year ago. This has been termed "the most significant increase in coal traffic since the OPEC oil embargo of 1973."

* * *

Not all rail news is good. Recession has reared an ugly head—even while the nation is still in the throes of inflation—and recession means tightening up. This is reflected in declining freight on the rails, except in coal and grain.

Also, because of the recession orders for new rail freight cars have slipped. Such orders in March amounted to 3,539 compared to 3,776 in February and 14,899 in March, 1979. Another reason for this decline is the purchase or lease of 28,000 cars from the defunct Rock Island.

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conversation pieces

A study prepared for the Department of Energy predicts that a typical consumer will spend more than 20 per cent of his after-tax income on energy by 1985.

* * *

According to 1979 World Bank figures, the average yearly per capita consumption of energy (measured in coal equivalents) in less developed countries is 52 kg; in middle income countries, 524 kg; in industrial countries, 5,016 kg; and in the U.S., 11,000 kg.

* * *

Thinking of opening a restaurant? Industry figures show that about eight out of 10 independent restaurants go down the tube within five years of opening.

* * *

Do you save more money idling your car's engine or turning it off and restarting it? The Department of Energy says idling uses more gasoline. Just how much more was measured by an auto company's research scientists. A test car consumed .0125 gallon of gas per minute at a normal idling rate. Only .005 gallon was needed to start a warm engine. So you could shut your engine off twice in a span of one minute and still use less gas than if you ran it continuously at idle.

A rule of thumb: turn off the ignition any time you'll be idling for 30 seconds or longer. And even when the engine's cold, don't idle too long.

* * *

A survey of 1,254 U.S. families conducted for General Mills by Yankelovich, Skelly and White has revealed that "saving for the future" ranks third among the chief causes of strife and stress in the family. Tops on the list is "coping with high food costs" (58 per cent) followed by "meeting bills" (34 per cent), followed by "savings" (32 per cent).

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Average cost of a carrier-based tactical aircraft in 1965 was \$2.6 million; in 1975, \$10 million; in 1980 \$26.8 million. Over the past 30 years, the cost of a tank has gone up 10 times; a fighter plane, 100 times; electronic gear for military planes, 1,000 times.

* * *

Retirement is not the overwhelming choice of those faced with it. One recent study shows that 71 per cent of the self-employed, 53 per cent of salaried workers and 42 per cent of hourly workers would prefer to continue full-time or part-time work past their customary retirement age.

* * *

New York taxpayers shell out approximately \$80 per day to keep a prisoner in the local lock-up. It has been suggested that it would cost about the same if they stayed at one of the city's luxury hotels.

* * *

Gardens For All, a non-profit gardening group, claims that 33 million Americans grew at least some of their own food last year. Total retail value of the produce grown was estimated at \$13 billion.

* * *

Modern Maturity reports that between 1974 and 1978 the number of people 100 years or older in the U.S. jumped 43 per cent, making centenarians one of the fastest growing segments of the population. There were 8,317 centenarians in 1974, according to the Social Security Administration. By 1978, the group had increased to 11,922.

* * *

A French construction firm, according to *The Wall Street Journal*, is completing construction of an ice-skating rink in the heart of downtown Kuwait.

* * *

The fact that forces me to note the passing of the time is more that you are growing old and not so much that I'm.

M.B.G.

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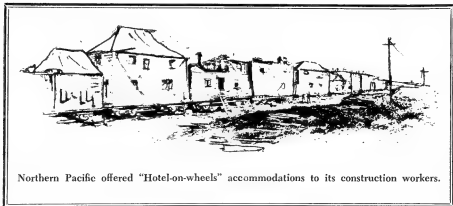
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rail remnants



Railroading was a way of life for the whole family in a railroad town.



Northern Pacific offered "Hotel-on-wheels" accommodations to its construction workers.

Railroad Town

To a Trainman, a "railroad town" was almost any point where he could buy supper and find a bed for the night. The meaning of the phrase in common usage was a little more precise. It meant a peculiar aroma, soot covered and unlike any other industry's town.

Baltimore, Chicago, and Atlanta were not what one would call a "railroad town." These towns grew and were dominated by railroads but were not what the term applied to. Atlanta was first known as Terminus, a station where two rail lines meet in the pine forests of Georgia.

Pullman, Illinois, was a unique situation. This factory owned and planned town, on the shores of Lake Calumet, was just south of Chicago. The executives lived in brick villas. There were row houses for the gang foreman, and apartments for the laborers, all built and owned by the company that built and managed the railroad sleeping cars. The company trimmed the lawns, selected the books for the library and the plays for the theaters. This also was not a true railroad town.

Altoona, Pennsylvania, qualified as a perfect railroad town. The seventy thousand people lived close to the main line of the Pennsylvania Railroad. They staffed the major repair shops, which at times employed twenty thousand men.

Railroad engineers laid out Altoona in

1849, while the Pennsy was still under construction. The tracks reached the town in 1854 and the town became a major division point. Outside of a dozen or so houses that were built by the railroad for its officers and foremen, the dwellings were all makeshift, wooden, and painted a dark color. The streets were unpaved and were almost impossible to cross in the Springtime.

The town lacked any diversion except that after the Civil War an opera house was opened. The excitement of almost daily train wrecks kept things interesting.

The Northern Pacific offered its construction workers a "Hotel-on-Wheels." They would ride on a flat car to the end of the rails, at six o'clock when the whistle blew they would board the flat cars and rumble back to their "Hotel-on-Wheels."

In spite of impressive evidence that most railroad towns were dull and respectable, the popular opinion was that division points were dismal areas of depravity and construction camps were places of iniquity.

This idea was spread years ago by a newspaper editor, who visited some of the end-of-track settlements that sprung up along side of the Union Pacific's trans-continental tracks in 1868. He described what he saw and described it as "hell-on-wheels." Since then journalists have passed through these little towns looking in vain for vice and violence. □

fifty years ago

In the July 1930 issue of THE TRAIN DISPATCHER we find that: Already the effects of the depression are beginning to be felt. The shadow of unemployment is spreading. Anxiety is apparent among leaders of labor and industry. Wage cutting seems imminent, but union leaders are trying to hold the line against it. Advocacy of old-age pensions is being renewed, as well as a shorter work week to spread around the diminishing jobs. . . . In proceedings conducted by O. B. Colquitt, former Governor of Texas and now a member of the U.S. Mediation Board, with Vice President O. H. Braese and General Chairman J. A. Brackman participating, an upward adjustment in rates of pay of assistant chief dispatcher and branch line trick dispatchers on the C&O was recently effected in spite of the depression. . . . The Michigan Division of the NYC has been abolished, and the dispatchers stationed at Elkhart, Ind., have been re-located. . . .

In the August 1930 issue of THE TRAIN DISPATCHER we find that: In the Conference of State Governors, held in Salt Lake City, special concern was manifested in the growing problem of unemployment, and considerable discussion ensued over best methods for coping with it. There was pretty general agreement on the need of the shorter work-week, and some form of unemployment insurance and old age pensions. . . . The Trustees' Annual Report discloses the healthy condition of the Association despite the fact that the depression is beginning to affect the organization financially. . . . Opposition to the proposed merger of the Great Northern and Northern Pacific Railways is intensifying. The ICC has been petitioned to reopen the case on the ground that its authorizing decision was not "in the public interest." It was disclosed that A. C. James, a railroad tycoon, owns more than fifty per cent of the two railroads. . . . The Colorado & Southern is seeking to abandon all passenger service

on its narrow-gauge line between Denver and Leadville, Colorado. . . . The Santa Fe will start on the construction of 380 miles of new railroad in Colorado, Oklahoma, Texas and New Mexico. . . . A report of the ICC goes into detail to show why large sections of the Nation are without rail transportation and why L. F. Loree's proposal to build 283 miles of new line of the Delaware & Hudson through Pennsylvania to form a new low-grade route between the Great Lakes and the Atlantic seaboard will not be built. . . . Sample of 1930 type humor: Teacher: "You must not say gallstones are more precious than diamonds, Johnny." Johnny: "Well, Mother had two and they cost my Dad \$600."

twenty-five years ago

In the July 1955 issue of THE TRAIN DISPATCHER we find: O. H. Braese comments in his column about the important provisions of "GAW" agreement between the CIO and Ford and General Motors. . . . Report about Mo. Pac's last steam train to be operated, the morning of April 7, 1955. Made up entirely of steam engines it lost its power and had to be towed in on the last lap by a diesel. . . . Your Washington Reporter says again as in the boom before the burst of 1929, millions are "playing the stock market" The tenth anniversary of the founding of the United Nations was celebrated in San Francisco from June 20 to 26, 1955. . . . Release by the Railroad Retirement Board stated that 1,300 employees who last worked as train dispatchers and chief train dispatchers were receiving annuities from the Railroad Retirement Board at the end of 1954. . . . The 100th anniversary of the Southern Pacific lines to be celebrated at Sacramento, Calif. this year. . . . How to buy column advises on cars, shoes, home appliances, rugs and food, reporting that pork prices are going up. Beef is still in heavy supply and reasonable. . . . Humor: First lawyer: "As soon as I realized it was a crooked situa-

tion I got out of it." Second lawyer: "How much?"

In the August 1955 issue of THE TRAIN DISPATCHER we find a list of the "rules, regulations, interpretations, or practices" which the railroads are proposing to eliminate or modify...A report that an average of \$6,000 income seen possible for the 1960's...A reprint from Union Labor Digest, tells of the entire labor movement complaining about the strongly-pronounced trend of the NLRB in favor of management...Brother R. C. Coutts appointed to the National Railroad Adjustment Board...Humor: Dimchurch—"You mean to say you have a wife and nine children and you've never seen one of them?" Bungwit—"That's right—the ninth was born last night and that's the one I've never seen."

letters

Bro. Hilbert:

Thanks for the Lifetime Membership Card. I'll show it proudly. I've been a member since 1944 and firmly believe there is not a better union. I read THE TRAIN DISPATCHER from cover to cover but am getting old. I first look to see who died.

I'm still going strong at 71 and intend to stay that way. That is one reason I never see a doctor. They might make me sick.

I would like to hear from old friends.
W. W. Lowell (Retired, SP, Eugene, Ore.)
Rte. 4, Box 391-31
Rice Lake, Wis. 54868

In Spokane—"Labor" reports dentist John Ryan of this city had some tracks laid outside his dental building, rolled up a caboose and attached it to his office as a waiting room. The caboose—with whistles, lanterns and other railroad items—reportedly is a big hit with kids waiting to have their teeth worked on.

honor members

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In recognition of their 25 years of continuous membership in the A.T.D.A. the following brothers have been awarded the special 25-year membership Honor Emblem in June 1980:

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The Census Bureau reports that 60 per cent of current marriages will last for a lifetime, and three-fourths of those who are divorced will eventually remarry.

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soup to nonsense

About Time

By Jane Goodsell

"When," I inquired of my neighbor, Joe the Gardner, "is the time to prune hydrangeas?"

Joe answered with no hesitation at all, "The time to prune hydrangeas is when you're of a mind to."

His answer seems to me a pretty realistic timetable for life in general. The time to do anything is when you have the will, the nerve, the energy, the patience, the money or whatever it takes for you to get it done. There is no such thing as the universal perfect time to do anything, including getting born. Even when all systems are GO, some babies are reluctant to get a move on. I can't prove it with statistics, but maybe they grow up to be chronic procrastinators who put everything off till the last possible minute, boarding planes seconds before take-off, mailing their tax returns at the 11th hour, and waiting till December 24th to do their Christmas shopping. Their counterparts, do-it-nowers, are purposeful clean-desk types who can't rest easy until all deeds that need doing are accomplished. Whereas procrastinators grab at any excuse (an unfavorable horoscope, a tiny cloud on the horizon, a scratchy pen) to put things off, do-it-now types allow nothing to sidetrack them from immediate action. One fast-acting lady I know, upon discovering that there was

too much of her to fit into a size 10, went on a 500 calorie a day diet the evening before Thanksgiving. People like that address their Christmas cards in October, prepare their tax returns in January, answer letters by return mail, and snatch laundry hot from the dryer to be promptly ironed, mended and put away.

Our attitudes about the 24 hours a day each of us has are as individualized and as hard to change as our thumbprints. John F. Kennedy, who took time seriously, viewed it as a tool to be used with respect. Thoreau looked at it as a stream in which to go fishing. Between two such highly divergent points of view, there is no meeting of minds. Indeed, between any two people whose concepts of time are so at odds, a meeting of any sort is in for trouble. There are those who regard a ten o'clock appointment as a contractual obligation to show up, come hell or high water, on the dot. And there are those who interpret it to mean 'round about 10:30 or so, at which time they arrive to ask in all innocence, "Have I kept you waiting?"

Another factor influences whether or not we're of a mind to do something: what time of day it is. For most of us there is a special time, determined by our biologic clockworks, when we're in top form. For larks who wake up bright and bouncy and ready for action, it is the early hours of the morning. For owls who wake up still asleep and pick up momentum as the day progresses, it is evening when larks are yawning their way to bed.

It is true, as it says in Ecclesiastes, "There is a time to every purpose under heaven." But when that time might be varies from person to person. Each of us gets around to confronting our purposes in our own sweet time, sooner or later, when we're good and ready.

The Drug Problem

The drug problem in this country is not confined to the young, to society's miscasts, or to affluent "swingers." The drug problem in the United States is a middle America problem.

So says Dr. Jere E. Goyan, Commissioner of the Food and Drug Administration. Goyan says that legal drugs have become a major problem for our society.

"Quite simply we Americans take too many drugs," he maintains. "We are an overmedicated society. We think there is a pill for every ill."

As food and drug commissioner, Goyan oversees an agency that regulates the drug industry, seeing to it that prescription and over-the-counter drugs are safe for public use.

As a pharmacist by training, Goyan is familiar with the therapeutic value of drugs. But he worries about overmedication, nevertheless.

"We take an average of six prescriptions a year for every man, woman, and child in this country," Goyan notes, adding that the average doubles when prescription drugs given in hospitals are counted.

"It seems to me that is just too much," he says.

Goyan singles out antibiotics and minor tranquilizers, such as Valium, as items of major concern.

"I know from my own experience that patients nowadays expect a prescription for an antibiotic every time they have a cold," he says. "Yet, antibiotics can't cure colds and can't even relieve symptoms." Antibiotics are often "automatically prescribed just to protect against the possibility that a secondary infection could

develop."

Tranquilizer prescriptions total some 5 billion a year, the FDA Commissioner notes. Too often they become "crutches" and sometimes tranquilizer addiction results.

Goyan believes that the overmedication problem includes over-the-counter drugs.

"Every time you get a headache you don't have to reach for an aspirin," he advises. He also lashes out at television commercials that talk about secret ingredients or that claim unsubstantiated superiority to similar products.

Goyan has this advice for the public:

- Don't expect a prescription every time you visit the doctor.
- Don't look for a miracle drug—a pill for every ill.
- Don't take medicine unless you absolutely need to—that is, take drugs only when needed to treat diseases or improve health.
- Do get proper rest and exercise and maintain a healthy, balanced diet.
- When taking medicines, be sure to follow the doctor's instructions and those that accompany the drug.

H.E.W.

**Give us
a little
of what
you've got
a lot of.**



**Red Cross.
The Good
Neighbor.**

retirements of members

R. J. Penachio PATH

Retired on Jan. 4, 1980: Rosario J. Penachio of the New York, N.Y., office, Port Authority Trans-Hudson, after 41 years of railroad experience including 30 years as a train dispatcher.



Bro. Penachio was born at Brooklyn, N.Y., on Oct. 4, 1917. He began his railroad career as a gateman on June 5, 1939. He entered the military service Feb. 20, 1942, and was discharged on Dec. 27, 1945. He

served the last 14 months with the 734th Rwy. Opn. Bn. in Germany earning three bronze stars for combat in Ardenes, Central Europe and Rhineland and meritorious commendation. He returned to work on the railroad in January 1946, and was promoted to train dispatcher on Jan. 5, 1950. Roy joined the U.S. Army reserve, 706TH Trans. Gp. (Rwy) in 1949 and served 30 years in the reserves, the last three and one half years with the 78th Division in New Jersey. He retired from the reserves in September 1979, and was awarded the Army Commendation and certificate of appreciation at a ceremony held in Edison, N.J.

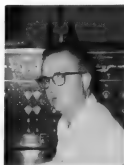
Roy has been a continuous member of the A.T.D.A. since Mar. 25, 1949, and was awarded the special 25-year membership Honor Emblem in 1975. His father, the late Joseph J. Penachio, was the organizer of the A.T.D.A. with the former carrier H&M RR Co., and served two terms as General Chairman.

Retirement plans include relaxing, traveling and fishing and he may also move to a southern or midwest state in near future. His address is 50 Richmond St., Brooklyn, N.Y. 11208.



P. H. English SCL

Retired on Nov. 30, 1979: Paul H. English of the Mulberry, Fla., office, Seaboard Coast Line Railroad, after 42 years of railroad experience including 32 years as a train dispatcher.



Bro. English was born at Tifton, Ga., on Nov. 10, 1918. He began his railroad career as a student clerk on June 1, 1937, at Winter Garden, Fla., and became agent-telegrapher on Dec. 1, 1940. On May 15, 1947, Paul was promoted to train dispatcher.

During his career he worked one-man agencies handling Western Union, Railway Express and all phases of accounting and ticket agency positions. He also worked as car distributor, relay operator, Night Chief Dispatcher and Chief Dispatcher doing relief work. He worked the last 9 years as first trick dispatcher at Mulberry, serving the phosphate territory trains handled by two-way radio and some train order territory. He worked a CTC machine in the early days of this type operation when first installed on Old Ocala District between Lakeland - Tampa and High Springs. Paul says he has enjoyed every minute of his career which spans from the steam engine telegraph era to present-day diesel, radio type operation.

Bro. English first joined the A.T.D.A. on Mar. 10, 1952.

Retirement plans include traveling, hunting and fishing. He will continue to live at 2245 Ave. "C" S.W., Winter Haven, Fla. 33880.

G. M. Arnoldsen WP

Retired on disability on Aug. 7, 1978: Glade M. Arnoldsen of the Sacramento, Calif., office, Western Pacific Railroad, after 24 years of railroad experience including 22 years as a train dispatcher.

Bro. Arnoldsen was born at Moroni, Utah, on June 8, 1935. He began his railroad career as telegrapher on Nov. 24, 1953, for the UP RR at Nephi, Utah. He was promoted to train dispatcher on June 15, 1956, at Las Vegas, Nev. The highlight of his career was dispatching trains from Huntington, Ore., to Granger, Wyo., and Los Angeles to Butte, Mont., including all branches and subdivisions, by morse code, train orders and CTC, also from Salt Lake to Oakland by TCS.

Bro. Arnoldsen has been a continuous member of the A.T.D.A. since Dec. 10, 1974. His disability has been diagnosed as hardening of the arteries and accelerated hypertension. He was in the hospital last June for an operation on his left iliac and that helped his left leg to perform much better.

Retirement plans include trying to stay out of hospitals. He has been running a few head of livestock on the ranch he has. His address is P.O. Box 187, Bangor, Calif. 95914.

**C. J. Keator NYC (Conrail)**

Retired on May 28, 1980: Clyde J. Keator of the New York, N.Y., office, New York Central (Conrail) Railroad, after 41 years of railroad experience including 39 years as a train dispatcher.

Bro. Keator was born at Kingston, N.Y., on May 22, 1919. He began his railroad career as an agent-operator on Dec. 29, 1939, on the West Shore of the NYC at Weehawken, N.J. He was promoted to train dispatcher on Aug. 9, 1941. Clyde served in the U.S. Air Force from 1942 to 1945 as a pilot in the 15th Air Force in Italy and holds the Distinguished Fly-

ing Cross and 6 Air Medals. The dispatchers office at Weehawken was merged with the Metropolitan Region in New York City in March of 1963. Clyde served two terms as Office Chairman in the new office. He held first trick Assistant Chief Dispatcher at the time of his retirement.

Bro. Keator has been a continuous member of the A.T.D.A. since Sept. 22, 1949, and was awarded the special 25-year membership Honor Emblem in 1975.

Retirement plans include traveling and relaxing. His address is 125 Porter Ave., Bergenfield, N.J. 07621.

**E. C. Dreschler NYC (Conrail)**

Retired on disability in February 1980: Elmer C. Dreschler of the Buffalo, N.Y., office, New York Central (Conrail) Railroad, after 31 years of railroad experience including 29 years as a train dispatcher and movement director.

Bro. Dreschler was born at Buffalo, N.Y., on Aug. 2, 1929. He began his railroad career as a block operator on Jan. 1, 1949. Elmer was promoted to movement director in October 1951 and to Assistant Chief Dispatcher in March 1969.

He has been a continuous member of the A.T.D.A. since Jan. 8, 1952, and was awarded the special 25-year membership Honor Emblem in 1977.

Elmer has no retirement plans at the present time. His address is 3560 Casey Ave., Las Vegas, Nev. 89120.

Courage is being the only one who knows you're afraid.

What makes eating your words so difficult is swallowing your pride at the same time.

Out of the mouths of babes comes words that we shouldn't have said in the first place.

recent board awards

By J. P. Erickson, Vice President



If a Division of the National Railroad Adjustment Board accepts a case, does that mean that the case can be adjudicated by the Board and the case is before the right Division of the Board? Third Division Award

22849 tells us when the Board's jurisdiction is established by stating:

"This Board has carefully reviewed the methodically developed documentary record, particularly, the correspondence relating to this appeal and finds that Petitioner's letter through counsel, dated August 23, 1978 to the National Railroad Adjustment Board's Executive Secretary expresses an unmistakable intent to file an ex-parte submission that was timely and appropriate within the interpretative context of our decisional law.

"In Third Division Award 7813, we held in a conceptually analogous case that:

"The declaration of intention to file a claim with the Board, when received by the Secretary, establishes the Board's jurisdiction."

"The ruling is on point with the fact specifics herein, since the aforesaid letter was received by the Board's Executive Secretary on August 28, 1978, one day prior to the expiration of the nine (9) months time limits set forth in Agreement Rule 38. Carrier's highest designated officer formally denied the claim on November 29, 1977, thus establishing August 29, 1978 as the terminal date.

But this does not tell us whether the

National Railroad Adjustment Board is the proper forum to receive the dispute or if the dispute was presented to the proper Division designated by the Railway Labor Act to hear and render decisions on such disputes. No preliminary decisions are made by the Board. The answers to these questions must be found after the submissions of the parties are in and the record before the Board has been closed. The Board could study the record and find that the dispute is before the wrong Division or the wrong forum though jurisdiction was established by the letter of intention to submit an Ex Parte Submission.

Most Agreements have promotion and/or seniority application rules that provide that if ability is sufficient, seniority shall prevail. In Third Division Award 22847 the Carrier thought this gave them the right to place the better qualified person on the job in question. The Board ruled:

"On February 16, 1978, Carrier issued Bulletin No. 5 soliciting applications for Assistant Mechanic's position Located at Carrier's Eagle Mills facility. Prospective applicants were given till 5:00 P.M. on February 27, 1978 to file bids for the position. The following qualifications were set forth by the aforementioned Bulletin.

"Applicant must have a working knowledge of engine repair and the ability to rebuild motors of various types used on the Railroad. Also he must have knowledge of high pressure hydraulics and electrical systems and circuitry."

"In all, Carrier received two (2) applications for the Assistant Mechanic position, one filed by the Claimant, Sectionman Ron C. Wiitala and the other filed by a less senior Sectionman, Harold Wayne Woodruff. On date of February 28, 1978, Carrier issued a communique to the Maintenance of Way Department Employees titled 'Assignment No. 5' apprising them that Sectionman Woodruff had been awarded the Assistant Mechanic position stating that it considered Woodruff to be the most qualified applicant for

the position.

"The Organization alleges that in promoting the less senior employee, Mr. Woodruff over the Claimant, Mr. Wiitala, the Carrier violated several rules of the Controlling Agreement bearing effective date of January 1, 1972, but primarily Rule 16 which reads as follows:

'Promotion shall be based on ability and seniority. Ability being sufficient, seniority shall prevail.'

"The Organization argues that on the basis of his previous work experience, the Claimant does, in fact, possess sufficient ability to perform the duties of the Assistant Mechanic position and therefore, the Claimant being the more senior employee should have been promoted over Woodruff. Furthermore, the Organization notes, the Carrier never maintained the Claimant was not sufficiently able but rather that Woodruff was the most qualified of the two. The Organization recognized that both employees were sufficiently able, but argues that under such circumstances Rule 16 clearly dictates that the most senior of the bidders will be awarded the position and not the most qualified.

"Upon a thorough and analytical review of the record, we can find nothing of a substantive nature to show the Claimant did not possess sufficient ability. On the contrary, according to the Carrier's Chief Engineer, T. O. Stokke, in a letter dated May 22, 1978, to the Organization's General Chairman, Ferdinand Schrank, Stokke stated that based on comparative qualifications, Woodruff was considered by the Carrier to be 'much more qualified.' Further in the same letter, Stokke asserted, 'It is still our (the Carrier's) opinion Mr. Woodruff is the most qualified...' This position, we believe, in no way suggests the Claimant was not sufficiently able to perform duties of the Assistant Mechanic position, and that quite the opposite appears to be the truth, that is, that Claimant was sufficiently able even though he may

have possessed lesser credentials than those held by Mr. Woodruff. We therefore reiterate our position set forth as follows in Award 8181 as being on point in the instant case in which we held:

'Rule 7 is unambiguous. Its clear intent is that an employee's right of promotion to any position for which he has "fitness and ability" depends upon seniority alone in spite of the possibility superior "fitness and ability" of an employee junior to him. The rule can have no other meaning. "Fitness and ability being sufficient, seniority shall prevail." His fitness and ability need not be greater than, or even equal to, that of junior applicants; his fitness and ability need be merely sufficient for the purpose. On the other hand, if he has not fitness and ability for the position (or, to follow more closely the words of the rule, if his fitness and ability are not sufficient,) his service, however long, will not qualify him for it.'

"Based on the foregoing, it is our determination that the claim be sustained. Claimant shall be allowed the difference between what he earned as a Section Laborer and what he would have earned as an Assistant Mechanic had he been awarded the position originally beginning with the date of Mr. Woodruff's initial assignment thereto and ending May 8, 1978, the day the Claimant accepted the position of Trackliner Foreman by Assignment No. 9, that position being a higher rated position than the Assistant Mechanic."

It should be noted that in the dispute involved Award 22847 there was no contention made that the Claimant was not sufficiently qualified which is different than cases wherein the Carrier alleges the Claimant is not qualified.

Award 22823 considered a vacation entitlement question for an employee that had two separate employment periods during the qualifying year and ruled:

"Claimant, H. B. Martinez, was em-

ployed as a Section Laborer from July 6, 1976 through June 29, 1977. On June 29, 1977, Claimant transferred to Train Service at which time he forfeited his section seniority. Up until that time, he had 87 days as a Laborer in 1977. On July 22, 1977, Claimant was dismissed from Trainman Service account not being qualified to perform the duties of a Trainman. Effective July 23, 1977, Claimant was reemployed as a Section Laborer. He remained in that position through the end of 1977, a period of 80 days.

"The Organization claims that since Claimant worked 167 days in the Section Laborer class in 1977, he is entitled to five days vacation under the Agreement. Carrier contends that Claimant was not entitled to annual vacation of five (5) consecutive days because he did not meet the requirement of Article IV - Vacations, Section 1(a). It argues that Claimant may not combine the eighty-seven days he earned as a Section Laborer prior to his transfer to Trainman with the eighty days he earned from July 23, 1977 to December 31, 1977.

"Section 1(a) of Article IV - Vacations of the Agreement reads as follows:

Effective with the calendar year 1973, an annual vacation of five (5) consecutive work days with pay will be granted to each employee covered by this Agreement who renders compensated service on not less than one hundred twenty (120) days during the preceding calendar year.

"The language of Section 1(a) is clear and unambiguous. Its meaning is readily discernible. It provides that an employee receive five days paid vacation if the employee renders compensated service on not less than one hundred twenty (120) days during the preceding calendar year. It is uncontested that Claimant worked more than 120 days — 167 specifically — in a class covered by the Agreement in 1977.

"Carrier asks us to rule that Claimant may not combine or tack his two

separate periods of employment as Section Laborer. The effect of Carrier's claim would be for us to rewrite Section 1(a) by inserting between the words *days* and *during* the words 'of continuous service' or 'of uninterrupted service.' This we cannot do. If the parties had wanted to limit vacation entitlement to continuous days of service they would have so provided. Instead, the parties have required only that employees have 120 days of compensated service *during* the calendar year. A break in service, whatever the cause, is of no consequence. Under the plain meaning of the language, Claimant is entitled to 5 days vacation. See Public Law Board No. 76, Award No. 5.

"In fact, it is significant to note that the parties in other sections of the vacation provision did require continuous service, e.g., continuous years of service in order to be eligible for annual vacation of ten, fifteen, or twenty consecutive work days. Surely, we must conclude that the absence of the words continuous or uninterrupted in Section 1(a) was intentional. As such, we will sustain the claim as presented."

It is not unusual to have the conducting officer at a hearing or investigation act in such a manner as to deprive the employee under charge of a fair and impartial hearing. Such conduct was not condoned by Second Division Award 8039 which ruled:

"Claimant was charged with failing to detect a thin flange wheel on a car he inspected on March 20, 1977. Following an investigation, he was dismissed.

"Carrier took the position that is clear that Claimant inspected the particular car at Madison, Illinois on March 20, 1977 and found it to be without defect. Subsequently, on March 21st, some 240 miles distant, the particular car was at least a contributory factor in a derailment. After the derailment a wheel from the car in question was found to have a thin flange, below minimum standards. Carrier asserts that the thin flange could not have oc-

curred in the relatively short distance the car travelled and hence Claimant must bear responsibility for the mishap due to his faulty inspection.

"Petitioner raised a host of issues with respect to both procedure prior to the investigation and also to the conduct of the investigation. In addition, Petitioner claims that Carrier did not meet its burden of proof in this dispute. We shall examine one critical issue raised by Petitioner: was Claimant afforded a fair investigative hearing?

"At the outset it must be noted that Claimant herein, a local union official, represented himself at the investigation. Further, in the notice of hearing and charge, no mention was made of the derailment and its impact on the matter. Carrier's sole witness in the investigation did not testify with respect to anything which occurred on March 20th. He did testify about the derailment which occurred on March 21st and also was questioned about some general principles relating to inspections. He offered no details concerning the derailment, its direct cause, or any other information about the circumstances.

"Claimant attempted to elicit information from his sole witness about standards used in releasing cars after inspection at Madison, and also to testify himself as to alleged discrimination against him. He was prevented by the hearing officer from testifying or questioning his witness about *anything* which was not specifically related to March 20th only. Claimant was prevented from eliciting testimony to contradict that of Carrier's witness. In short, a careful evaluation of the transcript indicates conclusively that Claimant was precluded from developing his defense. In addition, in our judgment the Hearing Officer harassed Claimant in the course of the hearing, by forcing him to ask himself questions, rather than permitting direct testimony.

"It is axiomatic that the hearing officer cannot have an adversary role at an investigative hearing. He is a seeker

of the truth and must afford the Claimant broad latitude to present his defense. Even though a hearing officer may desire to develop the facts expeditiously he cannot, in pursuit of that goal, restrict a claimant's presentation unduly and certainly not on a discriminatory basis, as was the case in the instant dispute. Claimant should, at minimum, have been permitted to refute the testimony presented by Carrier's witness. It is possible that Claimant's testimony might well have been irrelevant or unpersuasive; however, he should have been permitted to introduce material which he felt was relevant to the dispute.

"It is our conclusion that the restrictions placed on Claimant by the hearing officer deprived him of the dues process requirements of a fair and impartial hearing. We must allow the Claim without deciding the merits thereof."

Insubordination is the cause of discipline involved in many discipline cases sent to the National Railroad Adjustment Board. Charges of alleged insubordination must be proven as shown in the following Awards:

Second Division Award 8049 —

"This is a discipline dispute in which Claimant was charged as follows:

'Your responsibility for your failure to follow specific instructions from Foreman George Taylor in that you proceeded to throw newspaper and trash into a barrel on the east end of track 17, old yard at 4:15 P.M., June 9, 1977, after being told not to do so.'

"Following an investigatory hearing, Claimant was found guilty of the charge and was assessed a thirty day actual suspension. In its submission Petitioner raises a number of objections with respect to the conduct of the hearing. In view of our findings hereinafter on the merits, no useful purpose could be served by discussing the alleged procedural problems.

"The transcript of the hearing in

this dispute is replete with evidence concerning the proper container for the trash in question. It must be noted that all of such evidence is only peripherally related to the central question: was Claimant guilty of the insubordinate act of disobeying direct instructions?

"Carrier argues that Claimant was aware of the instructions of a foreman (not his direct supervisor) not to put the trash in a particular barrel, but failed to comply with that instruction. Petitioner denies that Claimant even heard the alleged instruction and hence was not guilty.

"A study of the transcript fails to convince us that there was sufficient evidence to support Carrier's conclusion. There is no doubt that Carrier's supervisor's have the right to issue instructions with the expectation that such instructions will be complied with. In this dispute the crux of the matter is whether there was indeed a valid instruction. An evaluation of the testimony makes it evident that Claimant was standing at least 20 feet from the foreman, with his back to him, at the time the foreman gave Claimant his order. Further the evidence, without rebuttal, specifies that Claimant was engaged in a conversation with three other employees at the time of the order and further there was considerable noise at that location at the time. Thus, the evidence is far from convincing that Claimant ever *heard* any instruction. Furthermore, if the order was of sufficient importance to warrant the severe disciplinary action of Carrier, it is totally impossible to understand the lack of any follow-up by the two supervisors most concerned. It is obvious that the entire matter could, in all probability, have been resolved had there been any effort to persevere, verbally, with Claimant.

"Based on the entire record, we must conclude that the evidence does not support Carrier's conclusion that Claimant was guilty of failing to follow a valid order: he simply was not aware

of any order. For this reason, the Claim must be sustained."

Third Division Award 22830—

"Claimant, A. F. Henninger, after formal investigation, was dismissed from service for alleged insubordination, on January 5, 1978. On February 3, 1978, Claimant was reinstated to service, on a leniency basis, but without compensation for time lost. In all, he was out of service a total of twenty-two days.

"Carrier contends that Claimant failed to follow a verbal order given by Assistant Terminal Agent M. B. Dalton concerning input of the OFC Report to the computer. In its view, Claimant's failure to comply with Dalton's direction warranted the discipline imposed, pursuant to Rule 801 of the Agreement between the parties. The Organization, on the other hand, insists that Claimant is not guilty of insubordination.

"Rule 801, in relevant part, states:

'Employees will not be retained in service who are...insubordinate...'

Carrier has the burden of establishing that Claimant is guilty of violating the Rule. Carrier must prove that Claimant was insubordinate on January 5, 1978.

"A thorough analysis of the record of the investigation, as well as the submissions to this Board, convince us that Carrier has failed to meet that burden here. That is, Carrier has failed to prove the necessary components of insubordination. For example, Carrier did not establish that Claimant *refused* to comply with a direct order from his supervisor. Similarly, Carrier failed to prove that Henninger was placed on notice or informed that his behavior was potentially insubordinate.

"In sum, we are convinced that Claimant did not, at any time, flout authority or purposely defy an 'order.' If he is guilty of anything, it is a mistake as to the choice of work priorities. This is not insubordination in any sense of the word. Therefore, we will sustain the claim. Claimant shall be

compensated in accordance with Rule 52 of the parties' Agreement."

Vitamins Are Necessary

Vitamins are organic compounds necessary in small amounts in the diet for the normal growth and maintenance of life of animals, including man.

Vitamins do not provide energy, nor do they construct or build any part of the body. They are needed for transforming foods into energy and body maintenance. There are 13 or more of them, and if any are missing a deficiency disease becomes apparent.

The highest amount of a vitamin needed by an average individual is expressed as the U.S. Recommended Daily Allowance (U.S. RDA). These allowances were adopted by the Food and Drug Administration.

The amounts of vitamins needed by the human body are in almost infinitesimal amounts. For example, the U.S. RDA of vitamin B-12 for an adult is just 6 micrograms a day. That's six one-millionths of a gram. It takes 28.3 grams to make an ounce. So one ounce of vitamin B-12 could supply the daily needs of 4,724,921 people.

While amounts of vitamins needed by the human body are scant, there's an abundance of misinformation about vitamins and the universal "need" for supplements of vitamins. To clear up some of these misconceptions, FDA offers the following:

Myth: Organic or natural vitamins are nutritionally superior to synthetic vitamins.

Fact: Synthetic vitamins, manufactured in the laboratory, are indistinguishable from the natural vitamins found in foods. The body cannot tell the difference and gets the same benefits from either source. Statements to the effect that "Nature cannot be imitated" and "Natural vitamins have the essence of life" are without meaning.

Myth: Vitamins give you "pep" and

"energy."

Fact: Vitamins yield no calories. They, of themselves, provide no extra pep or vitality beyond normal expectations, nor an unusual level of well-being.

Myth: The more vitamins the better.

Fact: Taking excess vitamins is a complete waste, both in money and effect. In fact, excess amounts of some vitamins can be harmful.

Myth: You cannot get enough vitamins from the conventional foods you eat.

Fact: Anyone who eats a reasonably varied diet of whole food, should normally never need supplemental vitamins.

H.E.W.

Most of us hate to see a poor loser—
or a rich winner.

Harold Coffin

**"I'M SAVING 15¢
ON EVERY GALLON OF
GAS I BUY."**



"I'm doing four simple things to save gasoline—and it's like getting a 15¢ discount on every gallon!

"Slowing down from 70 to 55 mph on the highway saves me 6¢ a gallon. Keeping my car tuned saves 4¢ a gallon. And I'm saving another nickel a gallon by using radial tires and keeping them correctly inflated."

For a free booklet with more ways to save energy and money, write "Energy," Box 62, Oak Ridge, TN 37830.

ENERGY.
We can't afford to waste it.

U.S. Department of Energy

obituaries

It is with sincere sorrow that the Association in support of our mutual ideals and purposes. We extend our sympathy to the nation records the death of these members, a significant part of whose lives have been bereaved families.

SAMUEL M. SHAFFER, 51, on Feb. 3, 1980. He worked in the Punxsutawney, Pa., office, Baltimore & Ohio Railroad with 33 years of railroad experience including 15 years as a train dispatcher.



Bro. Shaffer was born on Oct. 5, 1928. He began his railroad career at the DuBois car shops in 1947 and transferred to operator in July 1949. He qualified as extra dispatcher in July 1965.

Bro. Shaffer joined the A.T.D.A. on Aug. 1, 1969. He was elected Office Chairman on Jan. 1, 1979.

Survivors include his wife, Anita, 313 Woodland Ave., Punxsutawney, Pa., 15767, and four children.

STRESS

Stress—a word we hear a lot about. But many people don't realize that happy events can be just as stressful as unhappy ones. The demands placed on you can be just as intense. The trick is learning to cope with the result.

To help you do just that, the National Institute of Mental Health has a free factsheet called *Stress*. For your copy, just write to the Consumer Information Center, Dept. 582 H, Pueblo, Colo. 81009.

Stress really is as common as the com-

mon cold. Everybody has it. Even while you sleep your body reacts to the stress that results from dreaming. Stress can come from either physical activity or mental and emotional activity. But emotional stress is more likely to make you feel sick. You might get migraine headaches, ulcers, develop heart irregularities, or even emotional illness.

Regardless of the source, your body reacts to stress in three stages: first, you recognize the origin of the stress and your body prepares for fight or flight. This is the alarm stage. Its symptoms are: an increase in heart rate and breathing; increased perspiration, and higher blood sugar level.

In the next stage, called resistance, your body repairs the damage. But, if the cause doesn't go away, repair can't be done and your body stays under stress.

This can plunge you into the third stage, exhaustion. If this stage lasts long enough, you may get sick.

How can you deal with stress? Here's some advice from the experts:

Work it off. If you're angry or upset, try to blow off steam by jogging or gardening or talking out your worries. It helps to share anxieties with someone you trust and respect, like a friend, family member or clergyman.

If that doesn't work, it might be wise to seek a professional listener, like a guidance counselor or psychologist. Getting professional help to learn to understand and handle stress is not admitting defeat. Finally, try to accept what you cannot change. It beats spinning your wheels and getting nowhere.

And, avoid self-medication. Although there are many chemicals, including alcohol, that can mask stress symptoms, they don't help you adjust to the stress itself. Many are habit forming, so the decision to use them should belong to you in consultation with your physician. The ability to handle stress comes from within

you, not from the outside.

Remember, stress can be a positive force too. It can give you energy; all you have to do is channel it.

When you order a copy of *Stress* (free) you'll also receive a copy of the free *Consumer Information Catalog*. The Catalog is published quarterly by the Consumer Information Center of the General Services Administration.

Family Folklore

A family genealogy tells you, and later will tell your heirs, something about your family — names and dates. But every family also has a living history that makes those names and dates come alive. Stories Aunt Lulu tells about the family arriving in America, and your own stories about what things were like when you were a kid, are part of your family folklore.

And while those memories can be forgotten or lost, they are easy to preserve. The Smithsonian Institution has a new publication to help you learn about your own roots. It tells how to go about it, what to ask, and how to record information you learn. For your copy of *Family Folklore*, send 70c to the Consumer Information Center, Dept. 96G, Pueblo, Colorado 81009.

The first thing to decide is how you are going to record the information. Since most people have problems taking complete notes while being part of the conversation, you will probably prefer taping. You can use an inexpensive cassette recorder with a built-in microphone, and cassette tapes that can record about 45 minutes on a side. But before you begin, make sure the recorder is working. It's too late after the session is over.

Start by interviewing yourself. You know many things about your family already. By writing down what you know, you'll also learn what you don't know. Then you can go out to get that information.

Next interview a family member you are comfortable with — a parent, aunt or

uncle, or grandparent. And do your interviewing in a quiet room where you won't be interrupted.

Ask questions that call for a full answer, not just a yes or no. For instance, "What is the origin of the family name? Did it change when our ancestors arrived in the United States? Is there a notorious character in the family past? How did your parents or grandparents meet? Did historical events change the family's history? Are there any expressions the family uses that have a meaning only within the family? Where did they come from? Are there any special ways that holidays, birthdays, anniversaries, etc., are celebrated?"

Finally, get as much documentation as you can — pictures, diaries, scrapbooks. Include these with your written family history to really bring it all to life.

HOW TO CUT YOUR DRIVING BY 15 MILES A WEEK

President Carter has asked us all to drive 15 miles less every week. And if you're like most drivers, you can save 15 miles — and probably a lot more — just by changing your driving habits and planning ahead. Here are five easy ways to save 15 miles:

- Set aside one day a week as your "car-free" day.
- Join a work pool, school pool or shopping pool.
- Trim your driving by two miles a day.
- Think before you drive. Combine trips and be sure each trip is necessary.
- Ride with someone who's already on the road — the bus driver.

For a free booklet with more ways to save energy and money, write "Energy," Box 62, Oak Ridge, TN 37830.

ENERGY.
We can't afford
to waste it.

U.S. Department of Energy

sandhouse snickers

As the doctor completed an examination of the patient, he said, "I can't find a cause for your complaint. Frankly, I think it's due to drinking."

"In that case," said the patient, "I'll come back when you're sober."

My tax-refund check just arrived with a note: "Do not deposit until Wednesday."

A baseball manager met his second baseman in the locker room. He said, "Remember all those batting tips, fielding advice and baserunning hints I gave you this week?" The player said, "I certainly do, skipper." "Well," the manager said, "forget them. We just traded you."

A man phoned his physician and excitedly exclaimed: "Please come at once, doctor, my son has swallowed my fountain pen."

The doctor replied, "I'll be right over, but what are you doing in the meantime?"

"Using a pencil," replied the father.

Teacher: "Johnny, name two documents that have contributed heavily to our government."

Johnny: "Form 1040 and 1040A."

Psychiatrist: "Let me congratulate you on the progress you've made lately."

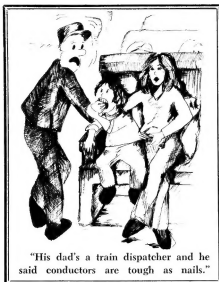
Patient: "What progress! Six months ago I was Julius Caesar, now I'm a nobody. You call that progress?"

First Prisoner: "You were making big money?"

Second Prisoner: "Yep. A half-inch too big."

SPATCH JR.

By Krista



Three motorcycle gang members pulled into a truck stop, parked their choppers, and went into the cafe. They sat down uninvited at a table with a rather large, but quiet, trucker and proceeded to eat his meal.

The trucker said nothing, got up, paid his bill, and walked out. One biker walked over to the cash register:

Biker: "That trucker aint much of a man, is he?"

Cashier (looking outside): "Not much of a driver either — just ran over three shiny motorcycles as he pulled out of here."

A bank manager saw a new employee eagerly counting hundred-dollar bills. "You look like an industrious young man," the manager said. "Where did you receive your financial education?"

"Yale," replied the man.

"Excellent," responded the manager as he shook the man's hand and introduced himself. "And what is your name?" he asked.

"Yim Yonson," the man answered.

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